

Fire Pay Increase History  
and Association's Wage Proposal of 0, 3, 3, 3 %

	Fiscal Year	Across the Board Wage Increase	Average Sick Leave Payout*	Annual 5% step, estimated 49.29% receive	Average Longevity Increase	Wage increase + Sick Leave Payout + Step Increase + Longevity Increase	Pay Scale Date	Annual CPI-U Increase	CPI-U Year	
P R O P O S E D	FY 2018	3.00%	4.0%	2.46%	0.10%	9.6%	9/1/2018			
	FY 2017	3.00%	4.0%	2.46%	0.10%	9.6%	9/1/2017			
	FY 2016	3.00%	4.0%	2.46%	0.10%	9.6%	9/1/2016			
	FY 2015	0.00%	4.0%	2.46%	0.10%	6.6%	9/1/2015	1.62%		
	FY 2014	1.0%	4.3%	2.46%	0.10%	7.9% 0	3/1/2014	1.46%	2014 vs 2013	
	FY 2013	0.5%	3.3%	2.46%	0.10%	6.4%	3/1/2013	2.07%	2013 vs 2012	
	FY 2012	0.0%		2.46%	0.10%	2.6% 0		3.16%	2012 vs 2011	
	FY 2011	0.0%		2.46%	0.10%	2.6% 0 0	12/13/2011	1.64%	2011 vs 2010	
	FY 2010	3.0%		2.46%	0.11%	5.6% 0	1/3/2010	-0.36%	2010 vs 2009	
	FY 2009	3.0%		2.46%	0.11%	5.6% 0 0	1/4/2009	3.84%	2009 vs 2008	
	FY 2008	4.0%		2.46%	0.12%	6.6% 0	3/18/2008	2.85%	2008 vs 2007	
	FY 2007	2.0%		2.46%	0.12%	4.6%	8/5/2007	3.23%	2007 vs 2006	
	FY 2007	1.0%				1.0%	11/12/2006		2006 vs 2005	
	FY 2006	2.0%		2.46%	0.12%	4.6%	6/1/2006	3.39%	2005 vs 2004	
	FY 2006	1.0%				1.0%	9/1/2005		2004 vs 2003	
	FY 2005	2.0%		2.46%	0.12%	4.6% 0	6/1/2005	2.66%	2003 vs 2002	
	FY 2004	1.0%		2.46%	0.13%	3.6%	9/1/2004	2.28%	2002 vs 2001	
	FY 2004	2.0%				2.0%	6/1/2004			
	FY 2003	1.0%		2.46%	0.11%	3.6%	9/1/2003	1.58%	2002 vs 2001	
	FY 2003	2.0%				2.0%	6/1/2003			
								CPI-U	Difference	
	SUM FY03 to FY14	25.5%	7.6%	29.6%	1.3%	64.0%		27.8%	36.2%	
	Last 5 years, FY10 to FY14	4.5%	7.6%	12.3%	0.5%	24.9%		8.0%	17.0%	
	Association's Proposed Increases FY 15 to FY 18	9.0%	16.0%	9.8%	0.4%	35.2%		1.6%	33.6%	

\* Average sick leave payout for those participating in payout program each year.

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P R O P O S E D	FY 2018	0.25%	4.0%	2.46%	0.10%	6.8%	3/1/2018			
	FY 2017	0.50%	4.0%	2.46%	0.10%	7.1%	3/1/2017			
	FY 2016	0.25%	4.0%	2.46%	0.10%	6.8%	3/1/2016			
	FY 2015	1.25%	4.0%	2.46%	0.10%	7.8%	3/1/2015	1.62%		
	FY 2014	1.0%	4.3%	2.46%	0.10%	7.9% 0	3/1/2014	1.46%	2014 vs 2013	
	FY 2013	0.5%	3.3%	2.46%	0.10%	6.4%	3/1/2013	2.07%	2013 vs 2012	
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